



Our Code of Conduct

FOR DIRECTORS, EMPLOYEES, CONSULTANTS AND CONTRACTORS

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| Never engage in actions or behaviours that involve harassment, bullying or discrimination |
| Safety first mindset, taking care of each other and being accountable for ourselves. We comply with HIPCo's WHS Policy. |
| Comply with all laws and regulations, and HIPCo's Policies, Standards and Procedures. |
| Protect all Company assets and information, with no tolerance for theft, misuse or misappropriation of Company assets, including our granted public funds. |
| Conduct ourselves with honesty and integrity, conduct all business transactions in the best interests of HIPCo. |
| Maintain the highest levels of professional conduct in interactions with each other and in representing HIPCo to all stakeholders. |
| Have a mindset that strives for positive outcomes for the environment, local community and Traditional Owners. |